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ILLINOIS DOCUMENTS



## ILLINOIS FAIR EMPLOYMENT PRACTICES COMMISSION

HOW TO EXERCISE YOUR RIGHTS UNDER  
THE ILLINOIS FAIR EMPLOYMENT PRACTICES ACT



### CENTRAL OFFICE

179 West Washington Street  
4th Floor  
Chicago, Illinois 60602  
Telephone: (312) 793-2240

### SPRINGFIELD OFFICE

State Regional Office Building  
4500 South 6th Street Road  
Springfield, Illinois 62703  
Telephone: (217) 786-6870

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## **FAIR EMPLOYMENT PRACTICES ARE REQUIRED BY LAW IN ILLINOIS**

It is illegal if, for reasons of race, religion, sex, national origin or ancestry:

- An **EMPLOYER** discriminates by:
  - Refusing to interview, hire or promote you
  - Discharging or demoting you
  - Denying you equal pay or terms, privileges or conditions of employment due you.
- An **EMPLOYMENT AGENCY** discriminates by withholding full and equal services or by refusing to refer or place applicants or by filling job orders with discriminatory provisions.
- A **LABOR UNION** discriminates against any member or applicant for membership, or refuses to fairly represent any member or class of members.

**HERE'S WHAT TO DO** when you think you have been treated unfairly because of your race, color, religion, sex, national origin or ancestry: by an employer, a union or an employment agency:

**PHONE or WRITE** the Commission for Assistance, or:

Write a statement describing your complaint. Give the dates, places, and all the other related facts. Include the names and addresses of those persons you believe treated you unfairly. Sign your statement, have it notarized, and mail it to the Commission.

## **PRACTICAS DE EMPLEOS JUSTOS, ES UN REQUERIMIENTO DE LA LEY EN EL ESTADO DE ILLINOIS.**

Es ilegal si, por razones de raza, religión, sexo, origen nacional o decendencia:

- Una compañía discrimina si:
  - Rehusa entrevistarle, si le niega empleo o promoción
  - Despedirlo o rebajarlo de posición
  - Por negarle igualdad en pago o terminos, privilegios y condiciones de trabajo que usted merece.

Una Agencia de empleos puede discriminar si le niega servicios completos de igualdad, o rehusando el referir o emplazar aplicantes o notando ordenes de trabajo con proviciones discriminatorias.

Una unión laboral discrimina contra miembros y aplicantes cuando rehusa representar justamente cualquier miembro o clase de miembro.

**ESTO ES LO QUE DEBE HACER** cuando usted piensa que ha sido tratado injustamente por razones como: su raza, color, religión, sexo, origen nacional o decendencia, por alguna compañía, una unión o por una agencia de empleo.

**TELEFONEE O ESCRIBA** a la Comisión para asistencia, o escriba un testimonio describiendo su queja. Provea fechas, lugares, y todos los detalles relacionados. Incluya nombres y direcciones de aquellas personas por las que usted cree haber sido injustamente tratado. Lleve su testimonio con un notario público, fírmelo y envíelo a la Comisión.



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## HOW FEPC WORKS

Here is what happens when you file a charge with the Commission:

- your charge is thoroughly investigated;
- the Commission will review your charge and the evidence obtained in the investigation;
- if the investigation does not reveal evidence to support your charge, it will be dismissed;
- if the Commission finds substantial evidence to support your charge, it will call a meeting between you and the other party to settle the case. The settlement must be one to which all parties —you, the other party, and the Commission — agree;
- if settlement proves impossible there will be a public hearing at which both sides have an opportunity to state their cases publicly with full protection of the law;
- if the ruling is in your favor, the Commission will order a remedy which will correct the wrong committed against you, and prevent it from happening again. Typical remedies include: being hired for a job, a promotion, union membership, referral by a union or employment agency, back pay, back seniority, and an agreement by the other party to take whatever action is necessary to prevent discrimination;
- orders issued by the Commission can be enforced in court.

## COMO FUNCIONA F.E.P.C.

Esto es lo que sucede cuando se formula o presenta un cargo a la Comisión:

- Su cargo o queja es enteramente investigado;
- La Comisión revisará su cargo y la evidencia obtenida de la investigación;
- Si la investigación no revela evidencia para apoyar su cargo, este será retirado;
- Si la Comisión encuentra suficiente evidencia para apoyar su cargo, llamará a una reunión entre usted y la otra parte para arreglar el asunto. El arreglo debe ser uno en el cual todas las partes, usted, la otra parte, y la Comisión, concuerden;
- Si no se llega a un arreglo habrá una audiencia pública en la cual ambas partes tendrán la oportunidad de presentar sus casos públicamente con la completa protección de la ley;
- Si la decisión es a su favor, la Comisión ordenará un remedio que corregirá el daño cometido hacia usted; y evitando que ocurra nuevamente. Remedios típicos incluyen: ser empleado para un trabajo, una promoción, ser miembro de una unión, ser referido por la unión o por la agencia de empleos, pagos atrasados, antigüedad en el empleo, y un acuerdo de la otra parte de tomar cualquiera acción necesaria para evitar discriminación;
- Las órdenes dadas por la Comisión pueden ser impuestas en la corte.



## BRIEF HISTORY

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Passed by the Illinois legislature in 1961, the Fair Employment Practices Act provides for the investigation and processing of employment discrimination charges based on race, color, religion, national origin or ancestry. It was amended in 1971 to also prohibit sex discrimination in employment, and further expanded in 1972 to require all companies or contractors doing business with the state to provide equal employment opportunity.

On October 1, 1975, additional legislation became effective allowing the FEPC to initiate a complaint in its own name. Other jurisdictions added to the Act include authority to hold hearing with regard to public contracts; unfavorable discharge from military service, excluding dishonorable; and effective January, 1976, the Act further expands to include employers having fifteen (15) or more employees. **HANDICAPPED INCLUDED**

Orders issued by the Commission can be enforced in court.

### Chairperson:

Susan M. Vance, Evanston

### Commissioners:

Wallace L. Heil, Taylorville

Thomas G. McCracken, Geneva

Alfred C. Whitley, Chicago

### Executive Director:

Mel F. Jordan

For a copy of the Illinois Fair Employment Practices Act and/or additional information write to:

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